

Nursing Workforce Center – Strategic Planning Committee
June 30, 2008

Welcome and Introductions –

Steve Millard called the meeting together at 1:35 p.m. and asked members staff and guests to introduce themselves.

Data Review

The chair asked Sara Gieseke to review her new tables designed to organize supply and demand data in a single table.

Key discussion items:

- Shortages accumulate; shortages not met in a year will be added to shortages forecast in a second year. For example, if no efforts were made to address the gap through education or recruitment, the state would be short more than 6,600 nurses by 2016.
- The data is based on national models established via the Bureau of Labor statistics and is founded on solid statistical modeling considering dynamics within industries and local survey data. These may not capture immediate changes in the industry but should adapt over time. They provide a foundation for comparability among industries, occupations and geographic locations.
- The committee would like more information on clinical nurse specialists, APPNs, and other master's prepared nurses.
- The Board of Nursing can provide additional data in a time series.
- Schools need to be contacted directly to provide new information on the requested survey to ensure a common understanding of any new requests.
- The models do not include chronic vacancies, but this can be determined working with the IHA which reported a staff RN vacancy rate of 7.6% and an ICU Nurse vacancy of 10%. Bob Uhlenkott offered that this data must be adjusted slightly for statistical modeling purposes, but that we can use these numbers as adjusted for a one time change to the base. Temp nurses and contract nurses are estimated by industry to comprise 3-5% of the nursing staff. Suggested using IHA turnover for long term care. IDOL advised that modeling for three new hospitals would be incorporated over time.
- The committee remained concerned that salaries as reported by industry are too low. The committee is free to use its own sources, but these cannot be compared to national data. The committee discussed potential for using survey performed for IALN by BSU (decision?)
- Need a better understanding of faculty demands; e.g. PhDs, Masters prepared
- Need understanding of regional issues; substantial discussion of on-line statewide offerings

Issues/decisions:

- The survey proposed by IDOL is available for comment; education leaders should offer comments to Sara Gieseke by July 2nd.
- The additional survey questions will be mailed to contacts via the board with follow-up contacts to ensure education representatives have a consistent understanding of the questions. Clarify statewide on-line programs vs. point of service delivery
- Need to establish a process for developing costs of added education capacity.
- Establish supply-demand regional forecasts (post meeting note: research staff will have basic available by July 9th to match to education survey/planning)
- Pending committee response: Student/graduate SSNs can be matched to wage and eventual new hire data to obtain more reliable data at a lower cost on student outcomes. No decision reached.
- Future of Nursing Workforce Center and Advisory Council: Need to have a recommendation for the full council for decision; strategy for scope to include nursing or broader health care industry.
- Request update for the Health Care Task Force—ask to be on agenda to deliver a preliminary report—get input/buy-in

Top Strategic Priorities:

The committee discussed various considerations/strategies:

- Report what we need and why we need it
- Emphasize public partnership/role of each partner; e.g. what is needed from state legislature, industry, etc.
- Develop a model describing impact of failure to address nurse shortage, possible inefficiencies, lack of access, negative patient outcomes (death, disabling conditions)

The committee brainstormed their priority recommendations after discussing the 2006 report indicating that while there had been some progress, the majority of recommendations had not been addressed. The following recommendations would be developed into a report pending committee action:

- Expand seat capacity by 400 seats
 - Expand access to PhD and Masters level programs for educators
 - Increase faculty salaries
 - Direct resources to build the education infrastructure based on regional demand/supply forecast
 - Expand opportunity to participate in nursing education and advanced education through various funding models including scholarships, loan forgiveness,
 - Ensure adequate infrastructure for instruction including technology, facilities and practice sites
 - Consider new funding structures and practice standards including use of technology, alternatives for mentors and preceptors

- Establish practices that encourage retention (public/private-service/education)
 - Formalize pre and post graduate residency/internship programs
 - Brainstorm from 18th (establish patient/nurse ratios-Pennsylvania models, etc.)
 - Establish standards for mentors/preceptors and student/mentor ratio
- Continue (or sustain) the current Nursing Workforce Center
 - Define as a center for long-range workforce planning
 - Establish as a permanent service
 - Expand scope and membership to additional health care disciplines (define a timeline)

The committee would like staff to draft a report that incorporates the recommendations. The committee will identify challenges, recommend tactics to expand clinical sites or opportunities, including use of technology and identify factors that can derail the effort to meet industry needs.

Next Meeting:

Date: Monday, July 14, 2008
 Time: 2:00 p.m. – 5:00 p.m.
 Location: Director's Conference Room
 Third Floor East
 Idaho Department of Labor
 317 Main
 Boise, ID
 Pocatello Labor Office
 430 N. 5th
 Pocatello, ID

Attendance:

Committee Members:

Mr. Steve Millard, Chair
 Dr. Carol Ashton – via Pocatello
 Ms. Susan Ault
 Ms. Noreen Davis
 Ms. Sandy Evans
 Rep. Margaret Henbest
 Ms. Kathleen Nelson – via Pocatello
 Dr. Pamela Springer

Staff and Guests:

Ms. Cheryl Brush
 Ms. Sara Gieseke
 Ms. Deanna O'Toole
 Ms. Georgia Smith
 Mr. Bob Uhlenkott
 Ms. Alice Taylor
 Mr. John Van Dyke

Other Council Members:

Ms. Selena Grace for Dr. Mike Rush
 Ms. Patty Sanchez for Dr. Mike Rush
 Mr. Roger Madsen